



Defense Acquisition Workforce Key Information

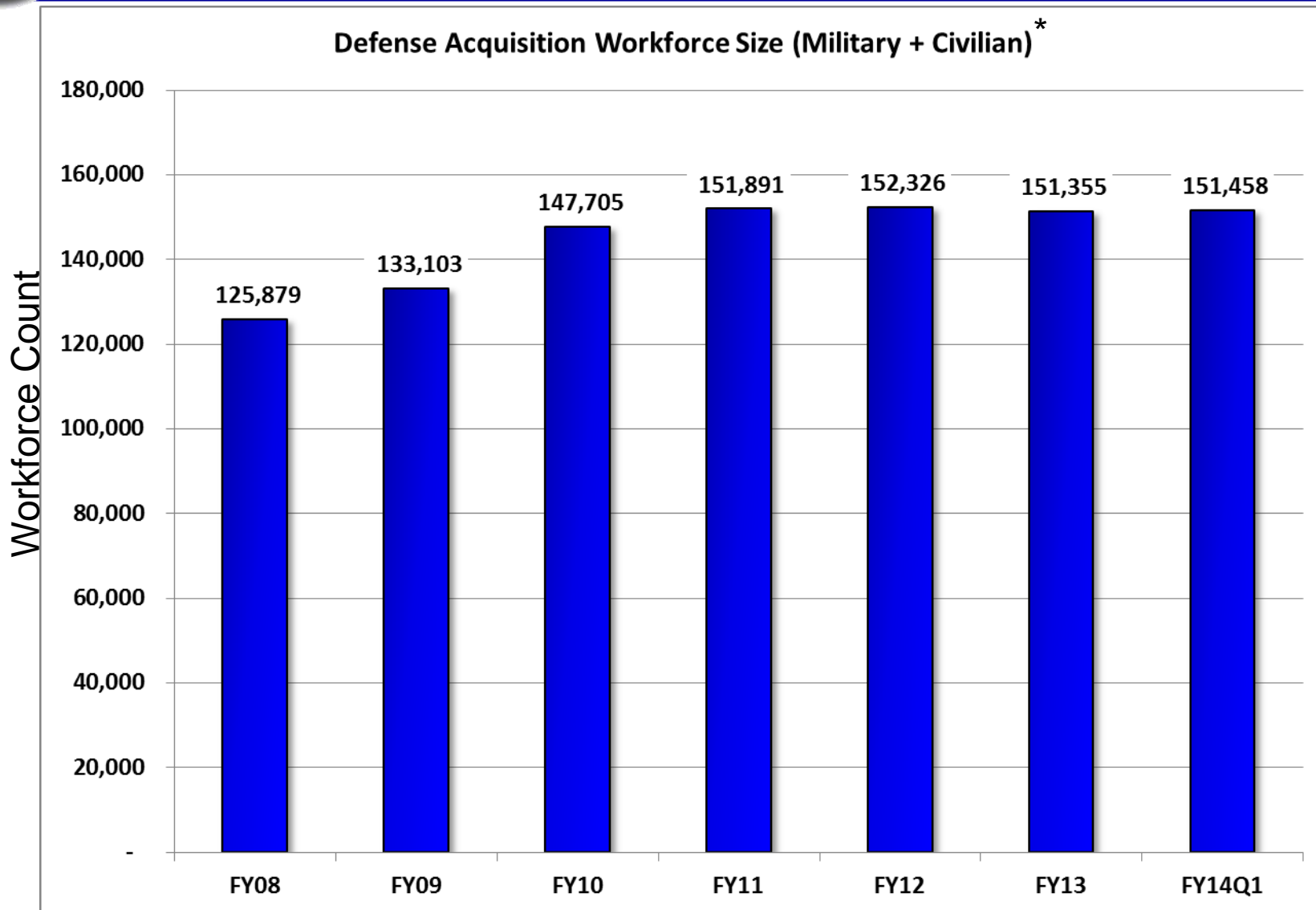
S&T Manager

Quarterly Information
As of FY14Q1

Source: AT&L HCI, 14 March 2014



FY 14Q1 – DAW Information Summary – OVERALL Workforce Historical Count FY 2008 – 2014Q1



*Incumbents on positions designated as acquisition

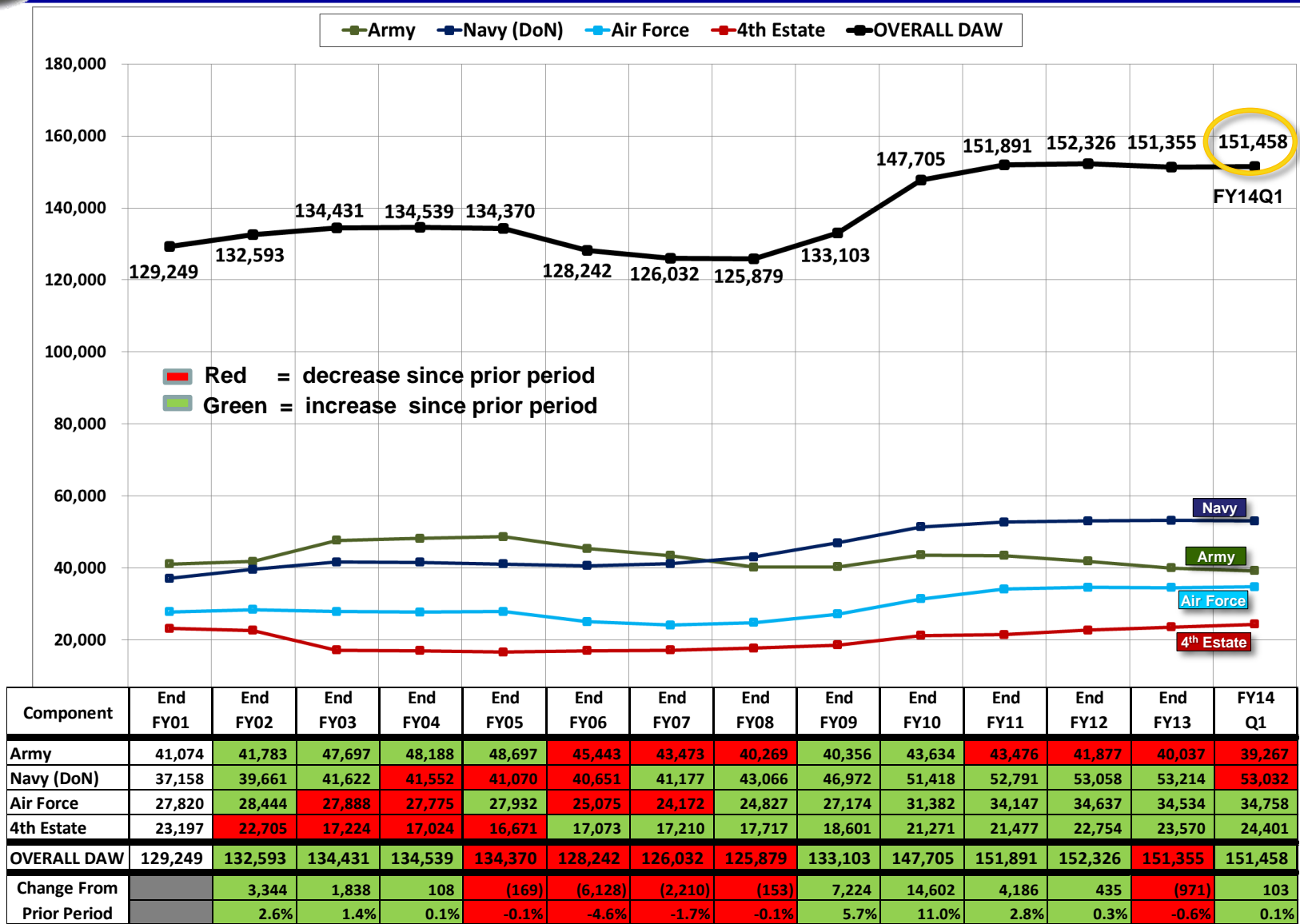


FY 14Q1 – DAW Information Summary – OVERALL Workforce Count by Service and Career Field

Workforce Count by Career Category (as of FY14Q1)	Army	Navy	Air Force	4th Estate	Totals
Auditing				4,241	4,241
Business - Cost Estimating	262	523	433	80	1,298
Business - Financial Mgmt	2,044	1,916	1,826	643	6,429
Contracting	8,548	5,698	8,454	7,454	30,154
Engineering	9,292	19,534	8,589	2,023	39,438
Facilities Engineering	1,645	5,257	4	33	6,939
Information Technology	1,863	2,093	1,150	712	5,818
Life Cycle Logistics	7,992	5,501	2,846	1,476	17,815
Production, Quality and Manufacturing	1,565	2,503	332	5,189	9,589
Program Management	3,348	5,910	5,399	1,433	16,090
Property	53	60	22	260	395
Purchasing	324	494	95	339	1,252
Science & Technology Manager	252	406	2,536	122	3,316
Test and Evaluation	2,067	3,122	3,070	381	8,640
<i>Unspecified</i>	12	15	2	15	44
FY14Q1 Totals (<i>as of 12-31-2013</i>)	39,267	53,032	34,758	24,401	151,458



FY 14Q1 – DAW Information Summary – OVERALL Count by Component 2001 - 2014Q1

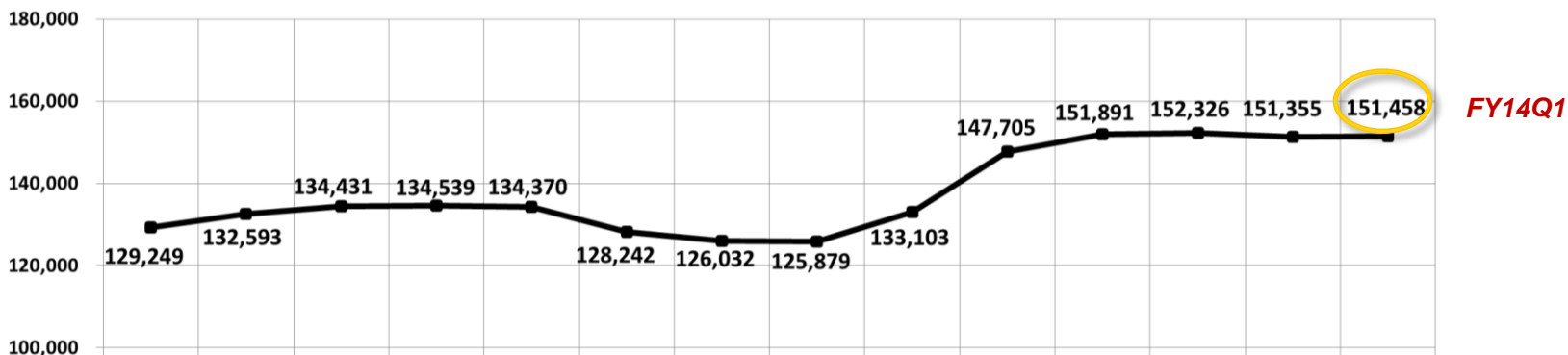




FY 14Q1 – DAW Information Summary – OVERALL

Count by Career Field 2001 - 2014Q1

Red = decrease since prior period
Green = increase since prior period



DAW Career Field	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY01	% Change Since FY05	% Change Since FY08
Engineering	34,899	34,620	33,711	35,080	34,752	35,142	34,710	34,537	36,704	39,201	39,690	39,807	39,544	39,438	13%	13%	14%
Contracting	25,413	27,884	26,987	26,248	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	30,154	19%	16%	17%
Life Cycle Logistics	11,060	11,145	11,711	11,121	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,815	61%	43%	33%
Program Management	14,031	14,302	12,026	13,306	12,284	12,775	12,427	12,781	13,422	14,915	15,683	15,824	16,171	16,090	15%	31%	26%
Production, Quality and Man	10,547	9,888	9,296	9,280	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,589	-9%	2%	5%
Test and Evaluation	5,113	6,197	6,602	7,192	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,640	69%	17%	16%
Business (Cost Est & Fin Mgt)	10,279	10,252	8,404	8,189	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,727	-25%	-5%	9%
Facilities Engineering (NEW)	-	2,111	8,957	9,143	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,939		-17%	41%
Information Technology	5,612	6,139	5,330	5,522	5,472	4,843	4,423	3,934	4,358	5,165	5,563	5,832	5,870	5,818	4%	6%	48%
Auditing	3,457	3,531	3,481	3,508	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,241	23%	20%	17%
Purchasing	4,121	3,043	3,058	2,820	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,252	-70%	-49%	5%
S&T Manager (NEW)	-	165	210	257	314	291	483	480	623	2,561	3,062	3,209	3,293	3,316		956%	591%
Property	620	653	656	674	571	530	481	451	475	501	483	449	402	395	-36%	-31%	-12%
Unknown/Other	4,097	2,663	4,002	2,199	3,229	1,495	3,280	1,258	402	71	344	139	48	44	-99%	-99%	-97%
OVERALL DAW	129,249	132,593	134,431	134,539	134,370	128,242	126,032	125,879	133,103	147,705	151,891	152,326	151,355	151,458	17%	13%	20%



FY 14Q1 – DAW Information Summary – S&T Manager Count by Component 2005 – 2014Q1

Low Point

Defense Acq Workforce S&T MANAGER	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14 Q1	% Change Since FY05	% Change Since FY08
ARMY	129		145	143	204	238	250	247	249	252	95%	76%
DoN (Navy & MC)	127	170	205	191	243	311	349	388	415	406	220%	113%
AIR FORCE	57	21	30	43	51	1,873	2,314	2,440	2,506	2,536	4349%	5798%
DCMA		5	11	6	11	11	9	11	8	7	0%	17%
DLA				1	1	2	6	4	6	5	0%	400%
DCAA											0%	0%
MDA		1	2	1	2	1	4	4	2	2	0%	100%
DISA									1	1	0%	0%
DAU	1	1		1	2	1	1	1	1	1	0%	0%
DTRA		93	90	93	109	122	129	111	102	103	0%	11%
DHP (TMA & USUHS)											0%	0%
OSD & Staff						1					0%	0%
JCS								2	2	2	0%	0%
DeCA											0%	0%
WHS											0%	0%
DoDEA											0%	0%
DFAS											0%	0%
DMEA											0%	0%
DoD HRA											0%	0%
DSCA											0%	0%
DoD TRMC											0%	0%
DMACT											0%	0%
DARPA											0%	0%
DSS											0%	0%
DTIC											0%	0%
NDU											0%	0%
ASD								1	1	1	0%	0%
DoD IG											0%	0%
PFPA											0%	0%
OTHER 4th ESTATE				1		1					0%	-100%
DAW TOTAL	314	291	483	480	623	2,561	3,062	3,209	3,293	3,316	956%	591%



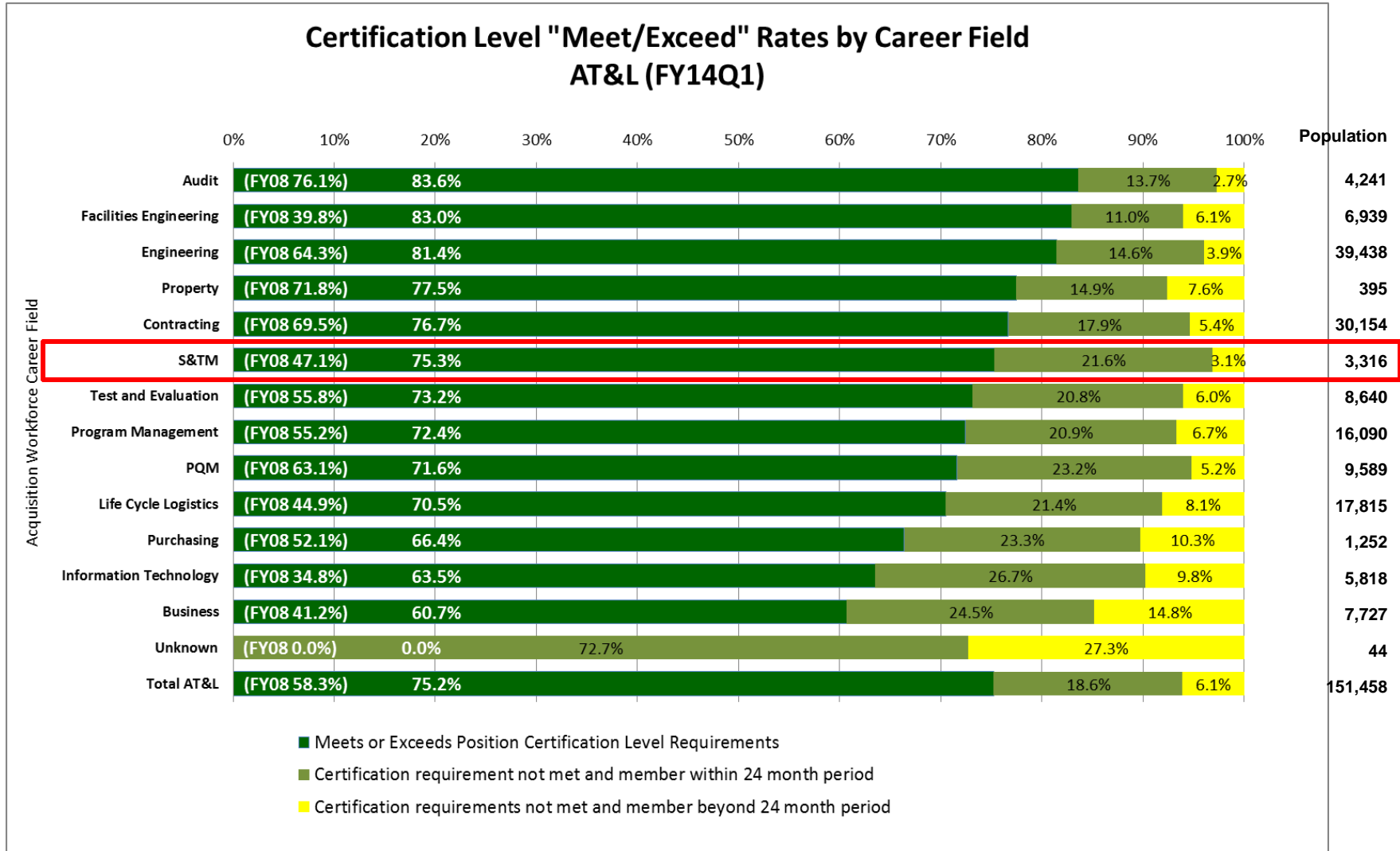
Red = decline since prior period



Green = increase since prior period



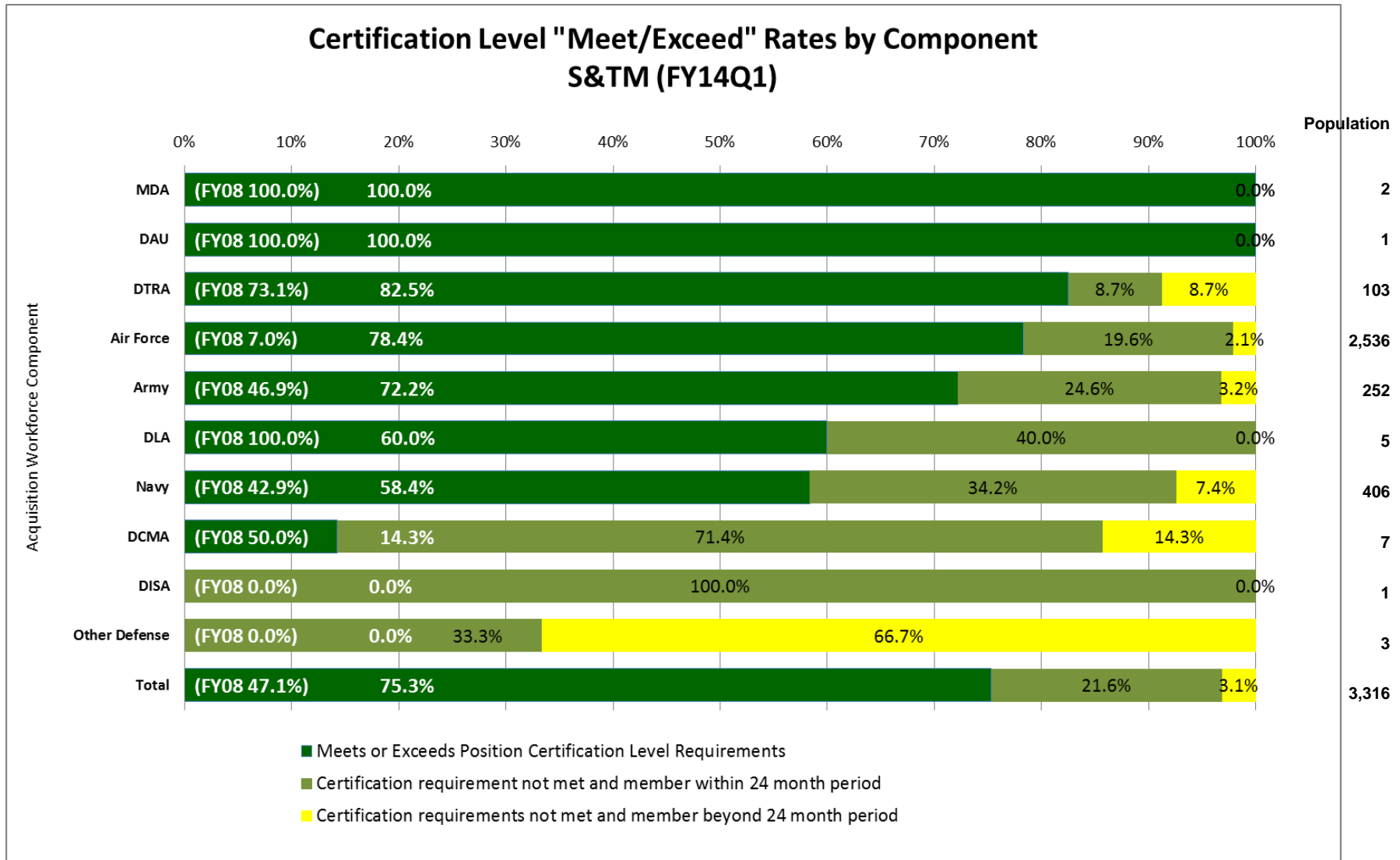
FY 14Q1 – DAW Information Summary – S&T Manager Certification “Meets/Exceeds” by Career Field



Numbers may not add to 100% due to rounding



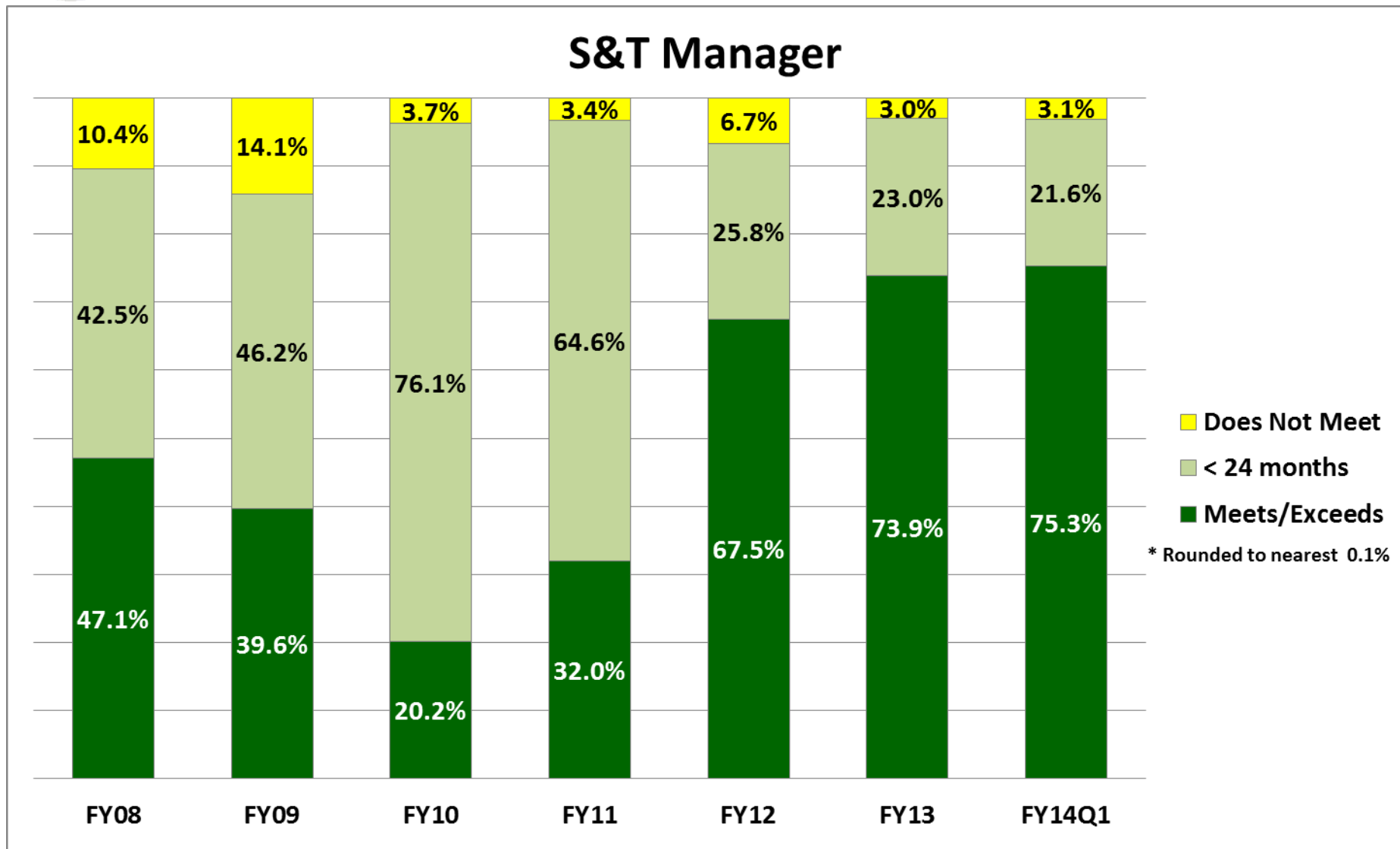
FY 14Q1 – DAW Information Summary – S&T Manager Certification “Meets/Exceeds” by Component



Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – S&T Manager Certification “Meets/Exceeds” Historical 2008 – 2014Q1



Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – S&T Manager

Certification Level Tables Required by Achieved and Compliance

S&TM		Achieved Certification Level				FY14Q1 TOTAL	% Meets Certification Requirement
Required Certification Level		Level I	Level II	Level III	No Level Achieved		
Level I		105	72	19	118	314	62.4%
Level II		116	619	242	273	1,250	68.9%
Level III		36	85	1,440	190	1,751	82.2%
<i>Unspecified</i>		-	-	1	-	1	
FY14Q1 TOTAL		257	776	1,702	581	3,316	75.3%
		7.8%	23.4%	51.3%	17.5%		

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	196	117	1	314	9.5%
Level II	861	352	37	1,250	37.7%
Level III	1,440	246	65	1,751	52.8%
<i>Unspecified</i>	1	-	-	1	0.0%
S&TM TOTAL	2,498	715	103	3,316	
	75.3%	21.6%	3.1%		

= Compliance

*** NOTE: Rounded to nearest 0.1%**

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – S&T Manager

KLPs – Level of Education – Military / Civilian

Occupied Position Type	S&TM TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	5	0.2%	985	0.7%
Critical Acquisition Positions (CAPs) *	781	23.6%	15,904	10.5%
Non-CAP Positions	2,530	76.3%	134,569	88.8%
TOTAL	3,316		151,458	

* = Number of CAPs, excluding KLPs (no double counts)

Highest Level of Education	S&TM TOTAL		Entire DAW	
Post Grad	2,507	75.6%	55,530	36.7%
Bachelors	789	23.8%	69,731	46.0%
Some College	3	0.1%	12,241	8.1%
High School	5	0.2%	13,316	8.8%
Other	12	0.4%	640	0.4%
TOTAL	3,316		151,458	

Type	S&TM TOTAL		Entire DAW	
Civilian	2,838	85.6%	135,499	89.5%
Military	478	14.4%	15,959	10.5%
TOTAL	3,316		151,458	

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – S&T Manager Top Occupational Series

Civilian Occupational Series	S&TM TOTAL	
0855 - Engineer, Electronics	698	21.0%
0861 - Engineer, Aerospace	333	10.0%
0801 - Engineer, General	333	10.0%
0830 - Engineer, Mechanical	192	5.79%
0806 - Engineer, Materials	183	5.52%
1310 - Physicist	166	5.01%
1550 - Computer Scientist	156	4.70%
1301 - Physical Scientist, General	150	4.52%
0854 - Engineer, Computers	110	3.32%
1320 - Chemist	91	2.74%
Other	904	27.26%
TOTAL CIVILIAN	3,316	Civilians

Numbers may not add to 100% due to rounding



FY 14Q1 – DAW Information Summary – S&T Manager Demographics

Race	S&TM TOTAL		Entire DAW	
WHITE	2,868	86.5%	114,680	75.7%
BLACK	127	3.8%	17,675	11.7%
ASIAN	179	5.4%	9,663	6.4%
MULTI	25	0.8%	2,488	1.6%
AMI/AN	13	0.4%	855	0.6%
PI	6	0.2%	626	0.4%
Unspecified	98	3.0%	5,471	3.6%
TOTAL	3,316		151,458	

Gender	S&TM TOTAL		Entire DAW	
Males	2,765	83.4%	106,949	70.6%
Females	550	16.6%	44,370	29.3%
Unspecified	1	0.0%	139	0.1%
TOTAL	3,316		151,458	

Numbers may not add to 100% due to rounding



RAND End of FY13 Retirement/Loss Slides



End of FY 13 – DAW Information Summary – S&T Manager Fact Sheet

Human Capital Fact Sheet (FY 2013)								
Defense Acquisition Workforce Science and Technology Manager	FY 2008				FY 2013			
	S&TM Civilian (Civ)	S&TM Military (Mil)	Total S&TM (Civ+Mil)	Defense Acquisition Workforce	S&TM Civilian (Civ)	S&TM Military (Mil)	Total S&TM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	416	64	480	125,879	2,830	463	3,293	151,355
Change in size from 2008	-	-	-	-	580%	623%	586%	20%
Civilian/Military Composition	87%	13%	-	-	86%	14%	-	-
Educational Attainment								
Bachelor's Degree or Higher	97%	94%	96%	77%	100%	96%	99%	83%
Graduate Degree	66%	61%	66%	29%	78%	62%	76%	36%
Certification								
Level I or Higher Achieved	55%	25%	51%	72%	85%	59%	81%	86%
Level II or Higher Achieved	54%	19%	49%	61%	80%	35%	74%	74%
Level III Achieved	48%	14%	43%	36%	57%	6%	50%	43%
Position Certification Requirement Met or Exceeded	52%	17%	47%	58%	79%	44%	74%	75%
Within 24 Months of Certification Requirement	37%	81%	43%	27%	18%	54%	23%	19%
Does Not Meet Certification Requirement	12%	2%	10%	14%	3%	2%	3%	7%
Planning Considerations								
% Baby Boomer / Traditional Gen.	75%	28%	69%	62%	49%	4%	43%	45%
Average Age	49.9	40.1	48.6	45.7	46.1	31.6	44.1	44.9
Workforce Life-Cycle Model (YRE)*	13/26/60(%)	-	-	20/23/57 (%)(Civ)	26/20/54(%)	-	-	26/23/51(%)
% Future/Mid-Career/Senior								
Average Years of Service	17.6	14.3	17.1	17.3	16.9	8.3	15.7	15.2
Retirement Eligible*	92(22%)	-	-	19,051(17%) (Civ)	442(16%)	-	-	28,259(15%)
Retirement Eligible w/i 5 Years*	64(15%)	-	-	21,315(19%) (Civ)	594(21%)	-	-	26,858(18%)
Total Gains/Losses*	123/147	-	-	14,245/15,030 (Civ)	441/302	-	-	9,961/10,917

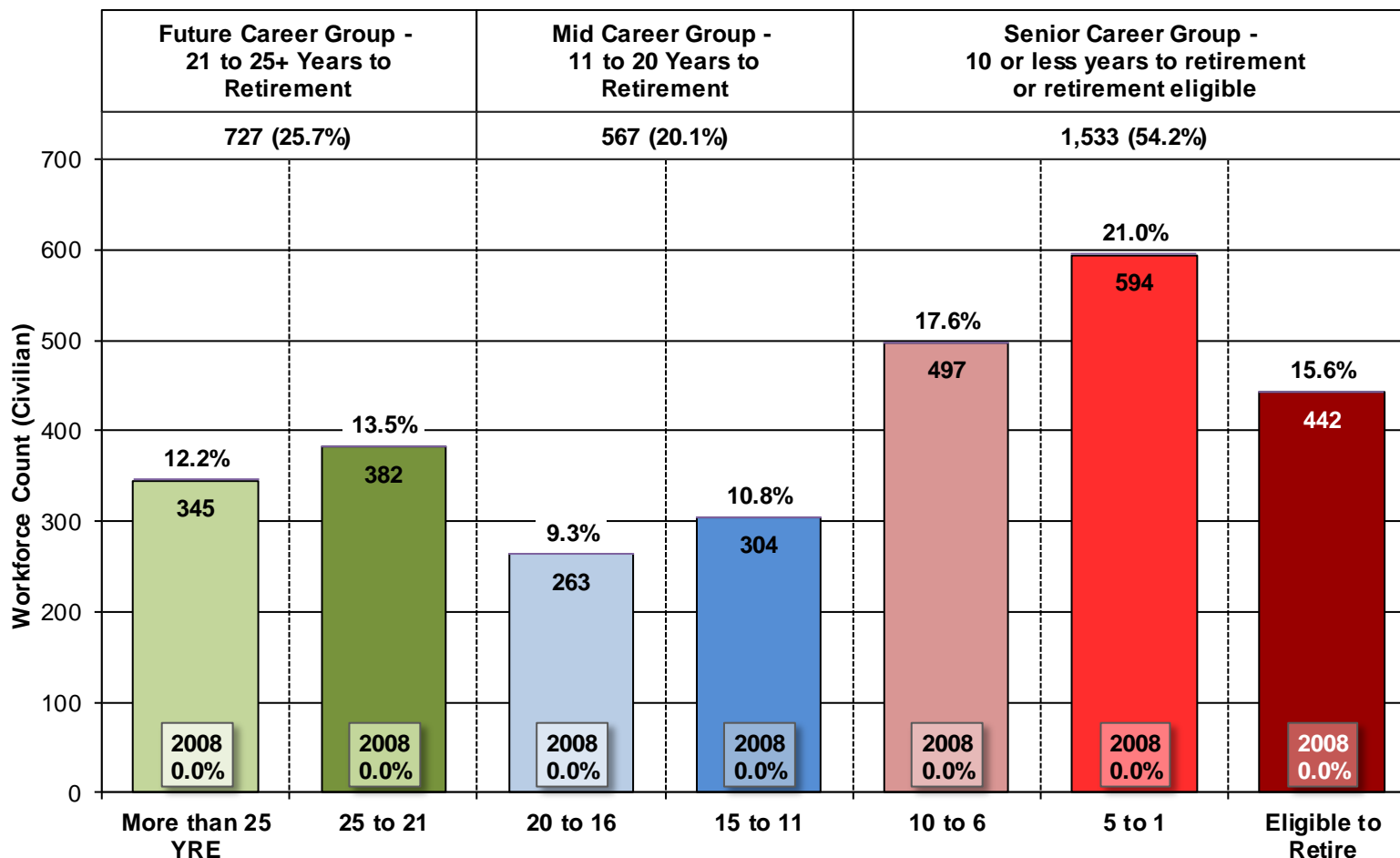
Source: The Human Capital Fact Sheet is based on end of FY2008 and end of FY2013 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2013 DMDC data.



End of FY 13 – DAW Information Summary – S&T Manager Workforce Lifecycle Model by Years to Retirement Eligibility

Defense Acquisition Workforce Lifecycle Model (WLM)
by Years to Retirement Eligibility (YRE) - Civilian (FY2013) - Science and Technology Manager



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2013 DMDC data provided by RAND.

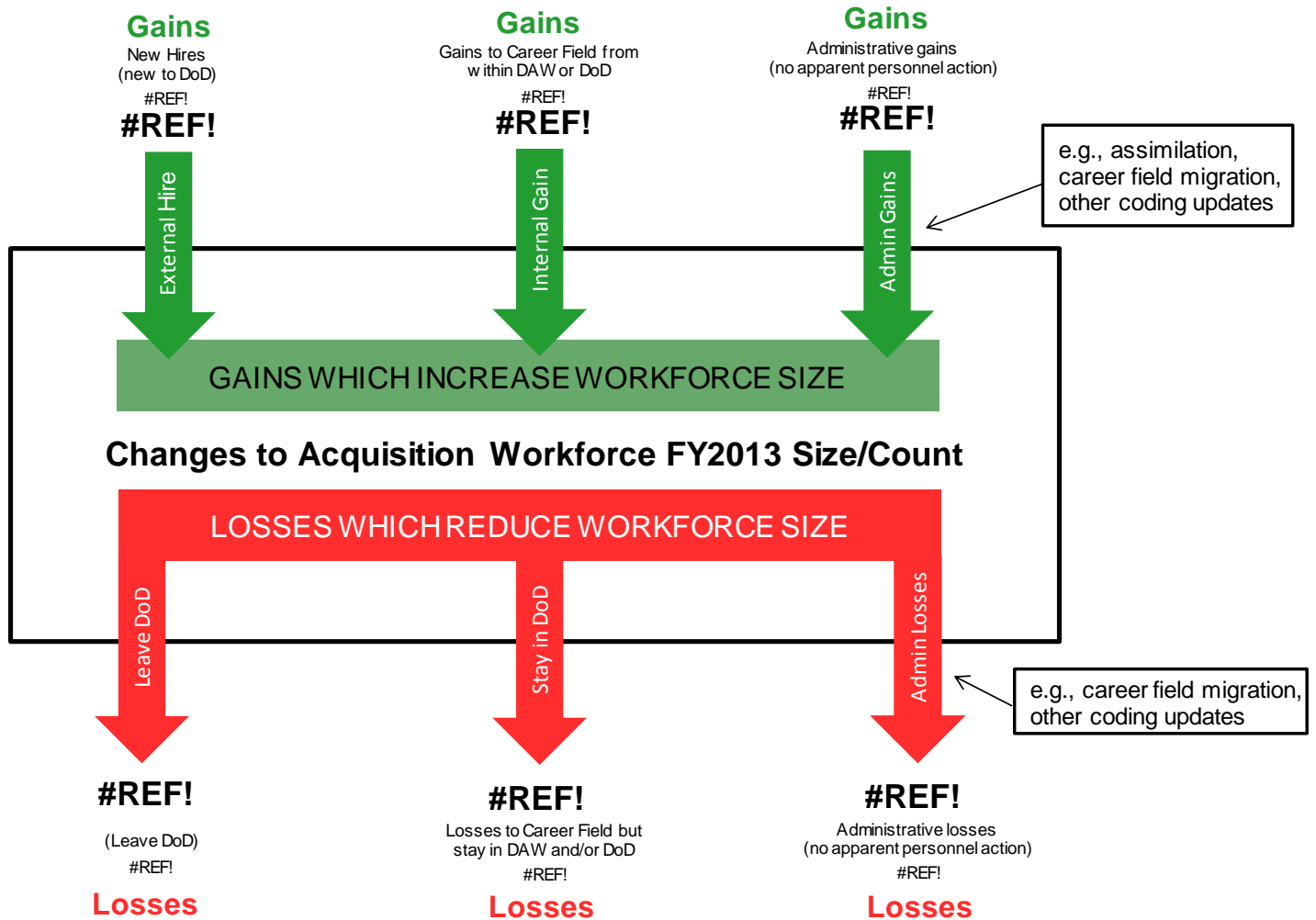


End of FY 13 – DAW Information Summary – S&T Manager

Gains and Losses – Internal/External/Administrative

Defense Acquisition Workforce (Civilian) (FY2013) - Science and Technology

Gains and Losses by External to DoD, Internal to DoD, and Administrative Categories



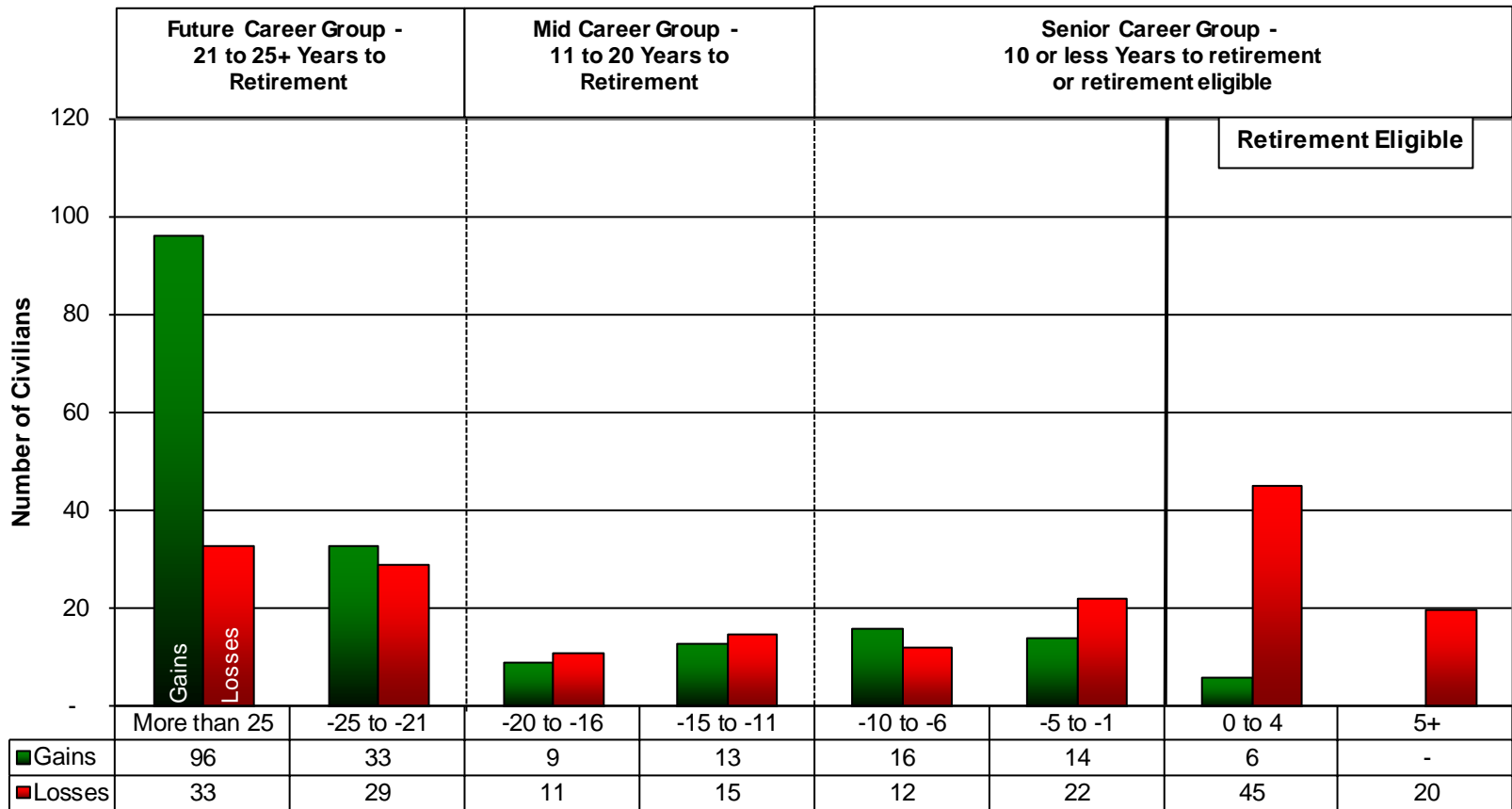


End of FY 13 – DAW Information Summary – S&T Manager

Workforce Lifecycle Gains and Losses

Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2013 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

*Does not include administrative gains and losses

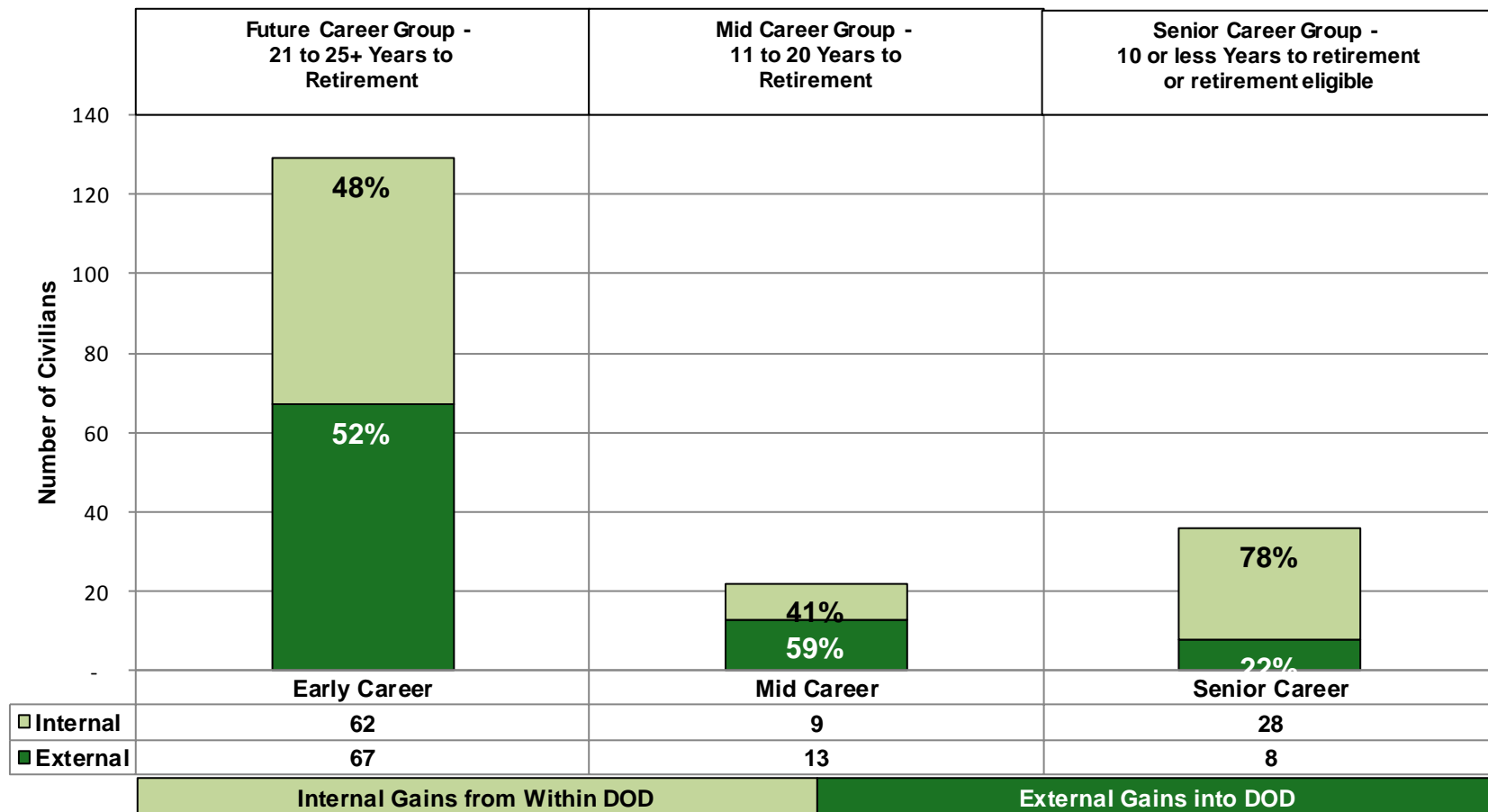


End of FY 13 – DAW Information Summary – S&T Manager

Gains – DoD Internal/External

Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2013 Gains*



Source: RAND analysis using DMDC data (FY2012 and FY2013 data)

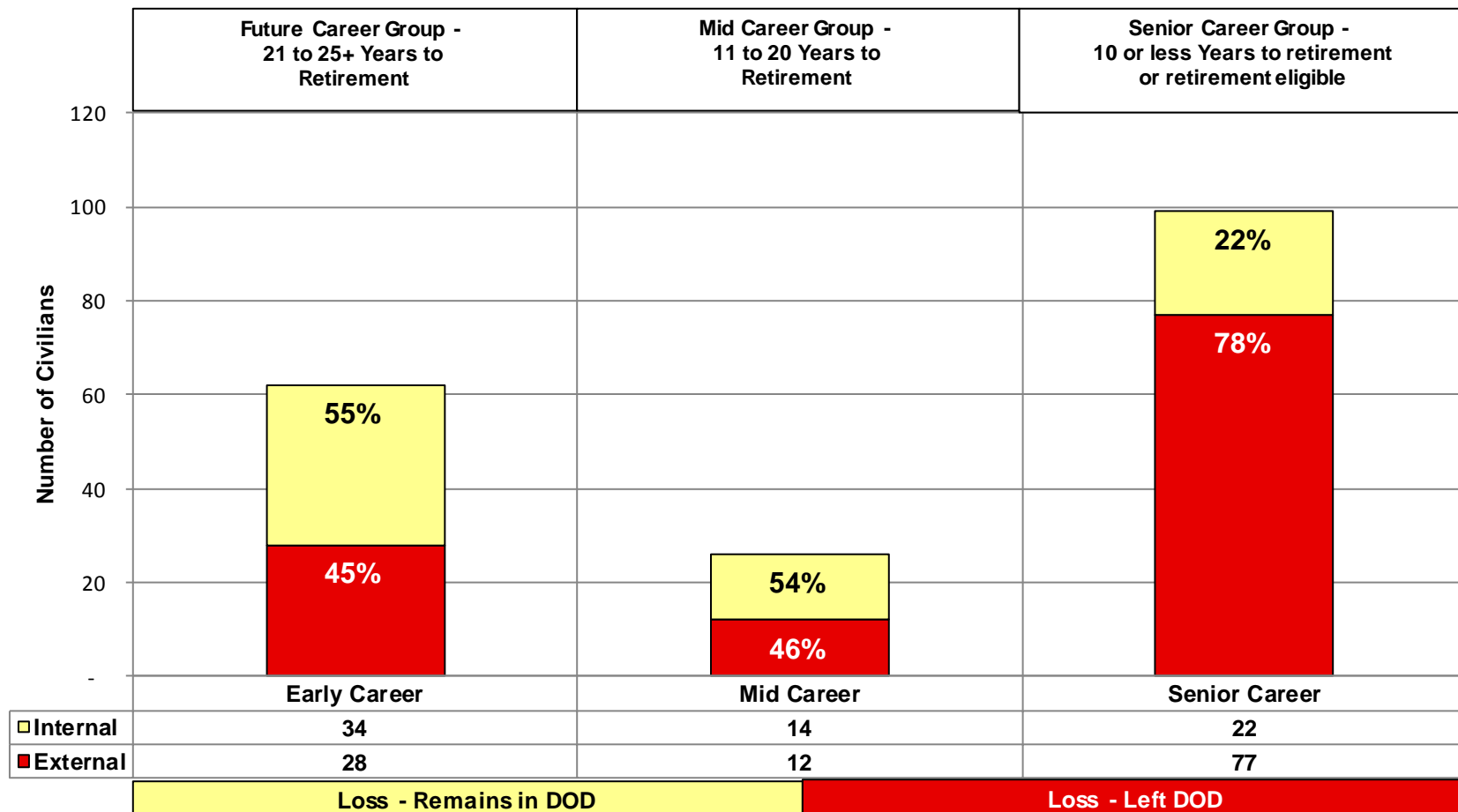
*Does not include administrative gains



End of FY 13 – DAW Information Summary – S&T Manager Losses – DoD Internal/External

Defense Acquisition Workforce (Civilian) - S&TM

Workforce Lifecycle FY2013 Losses*



Source: RAND analysis using DMDC data (FY2011 and FY2013 data)

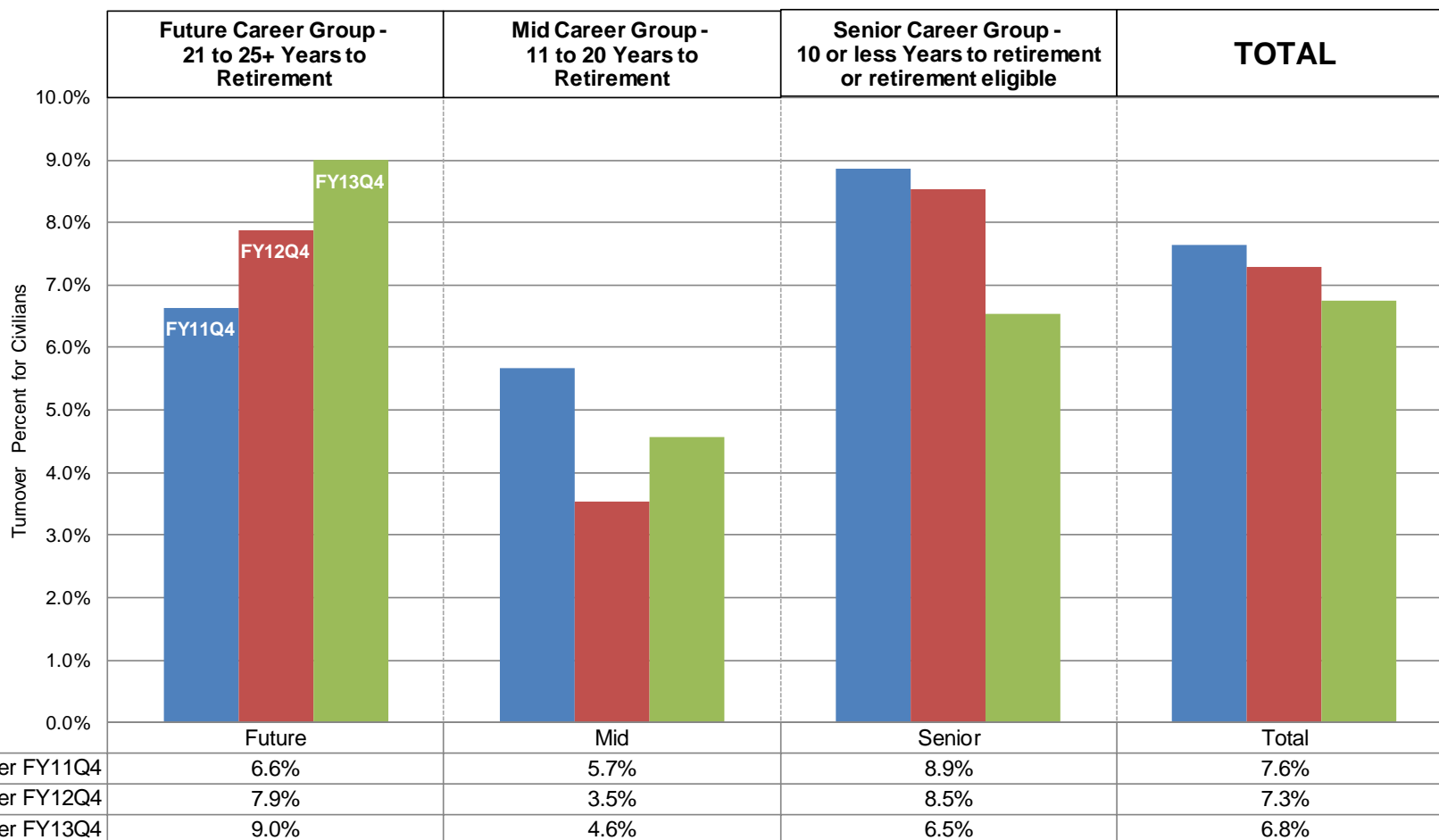
*Does not include administrative losses



End of FY 13 – DAW Information Summary – S&T Manager

Turnover Rate for Civilian Career Lifecycle Groups

Defense Acquisition Workforce Turnover - S&TM (Civilian) (FY11Q4, FY12Q4, FY13Q4)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups



End of FY 13 – DAW Information Summary – S&T Manager

Workforce Distribution by Years to Retirement Eligibility

